



WHERE DOES YOUR PAYCHECK COME FROM?

You work hard every week, fill out your time sheet and every two weeks your paycheck arrives. But where does that money come from?

DPW Funding Sources

- Road Fund
- Airport Enterprise Fund
- Inactive Landfills Fund
- Wastewater Fund
- General Fund

Your paycheck may come from one or more of the five funding sources DPW uses for its work—Road Fund, Airport Enterprise Fund, Inactive Landfill Fund, Wastewater Fund and the County's General Fund. Monies for these funds come

from a variety of sources: gasoline tax, property tax, sales tax, federal and state grants, sale of property, other taxpayer assessments and many more.

Road Fund

During Fiscal Year (FY) 2003–2004 that runs from July 1 to June 30, the Road Fund is what provides for 437

budgeted DPW employees—by far the largest group in the department.

Road fund money comes from a variety of sources including a prorated share of the tax paid when buying a gallon of gasoline for cars, trucks and boats. Monies also come from work DPW staff does for other departments and agencies through fees assessed by special districts such as the Permanent Road Divisions, County Service Areas and flood control districts; and fees paid by private developers.

These include the Air Pollution Control District, Parks and Recreation, and some of the County's General Fund departments. Other income to the Road Fund comes from selling surplus property, property rents, sales of maps, and fees for surveying.

Airport Enterprise Fund

Portions of the Airport Enterprise Fund, that provide for some 30 employees and operations at eight airports, come from federal and state grants, but the majority comes from leasing property at County airports.



While airports and airplane hangars go hand in hand, the County owns only a handful of those structures in its system—all in Borrego Springs. At four other airports—Palomar, Fallbrook, Ramona and Gillespie (Jacumba, Agua Caliente and Ocotillo airports have no facilities)—income comes from leasing land to business people who build hangars, repair

From the Director's Desk

YOU MAY HAVE HEARD ABOUT SOME EMPLOYEES IN SEVERAL departments receiving "at risk" letters advising them that their job is in danger of being eliminated. Some may be your friends or even family members. That's a difficult thing to accept. But sometimes there is no choice.

At DPW, we've been fortunate that we haven't had to send those letters to our staff. But cuts have been necessary in several areas. We're still looking for other

ways to make sure our spending doesn't exceed available funding.

You can help. If you see a piece of equipment we don't need anymore, if you find a process that can be improved, let your supervisor know.


John Snyder,
Director

Safety & Wellness

Are You Too Fast for Your Cell Phone?

by Carl Spiron, Safety Officer

Cell phones have become a focal point for communication. We are on the road several hours a day just commuting to and from work and send and receive calls as we drive.

Many times making those calls we take our eyes off the road and the traffic around us. Is this safe? Answer the questions below to test your knowledge.



1. How long do you take your eyes away from the road to place or receive a call?
2. How many feet per second do you travel in your car at 60 miles per hour?
3. How many feet will it take you to stop your vehicle traveling at 70 miles per hour?

Remember to use your cell phone in a manner that keeps your focus on the task. Driving Safely!

Answers:

1. The average is a minimum of 2 seconds
2. You are traveling 90 feet per second
3. It will take 351 feet to stop your vehicle

Training

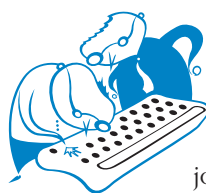
What Does This Mean to Me?

by Kirsten Aaboe Hope, Training Officer

To keep on track in our jobs, it's a really good idea to keep four things in mind and in balance with each other:

1. **Our customers' real needs** – not necessarily what they say they need, but that's a great place to start and keep in mind throughout. One key question sometimes is: who is the real customer? It might seem like the County staff person on the other end of the phone, but it really is the property owner or County resident whose problem they are trying to resolve.

2. **The best way to get the best job done with the least amount of time and hassle** – and as we all know, the more complex the



job, the more difficult keeping these in balance is. Who we discuss a small or large

job with can make all the difference. If our supervisors or co-workers may have a better idea, it's great to stop and check. Teamwork is essential to figuring out the best plan.

3. **How to best learn what we don't know** – sometimes hard when we don't know what we don't know. Remaining



see **What Does This Mean to Me?**, page 3

What Does This Mean to Me?

(continued)

teachable and flexible is especially difficult for those of us who know our jobs, have been doing them a long time, and figure we have the best way to do them figured out. But remember, "Blessed are the flexible, for they shall not be bent out of shape!"

4. **How to best spread our resources to keep costs down and quality up** – this critical balance between cost and quality is our constant challenge. Often, decisions about how much to spend are out of our hands. But how to choose, and use, our resources most effectively ties into the other three priorities: customer needs, process improvements, and development.



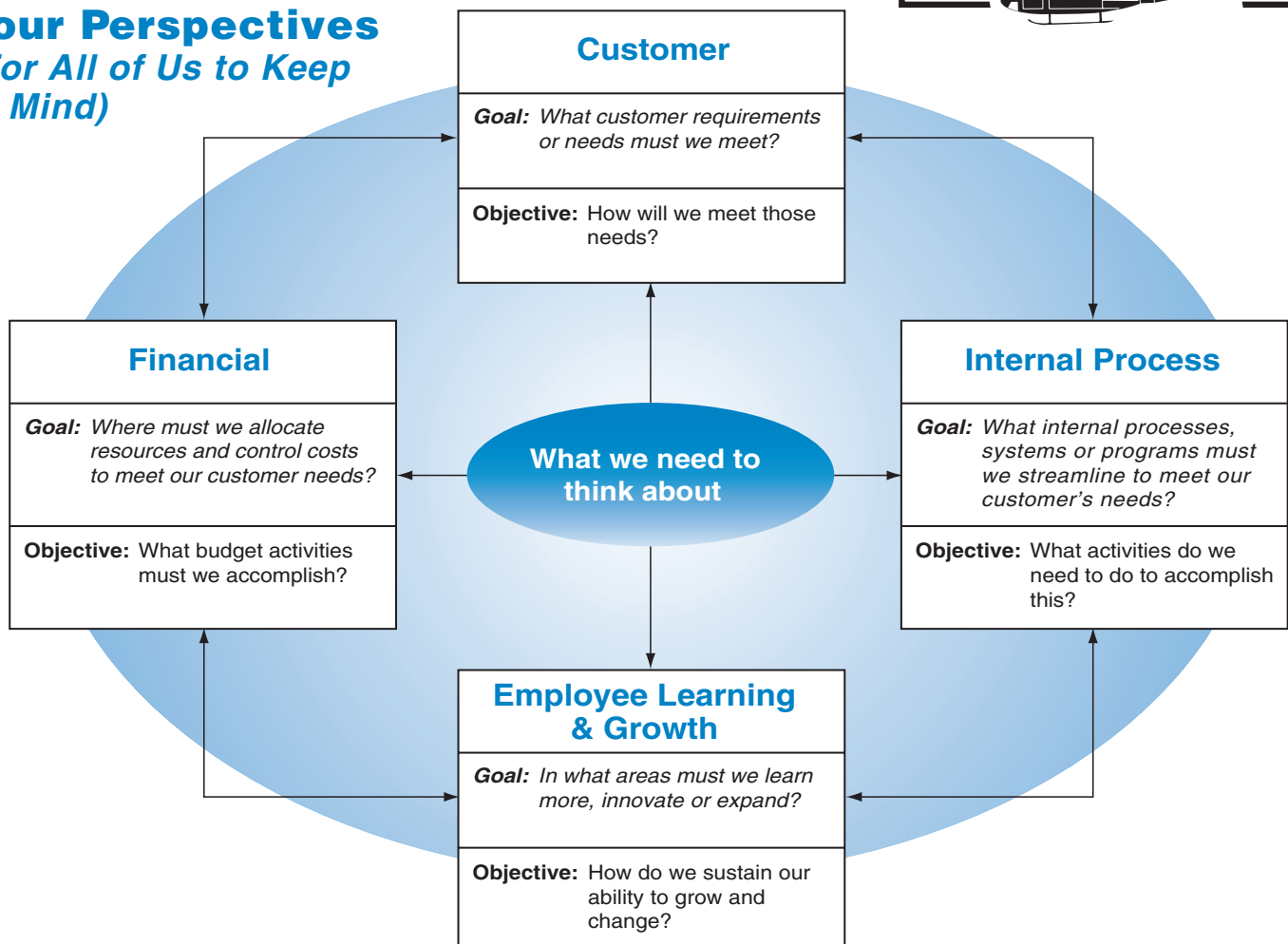
Ramona Air Fair on the Horizon

If you're looking for a fun family event, mark June 26–27 on your calendar. That's when County Airports hosts the Ramona Air Fair. You'll see antique airplanes and helicopters, demonstrations by fire fighting air tankers from the California Department of Forestry along with static displays, food booths and other activities suitable for kids of all ages.

For more information, contact Ramona Airport at (760) 788-3366.



Four Perspectives (For All of Us to Keep in Mind)



PAYCHECK

(continued)

and maintenance facilities, cafes and pilot supply shops. In addition, Gillespie Field Business Park and Cuyamaca West Business Park in El Cajon and adjacent to Gillespie Field, provide millions of dollars annually to support all eight airports.

Inactive Landfills Fund

When the County sold its landfills in 1997, the Board of Supervisors established the Solid Waste Environmental Trust Fund to offset ongoing expenses for managing already closed landfills and burn sites. From this come costs of monitoring and maintaining environmental issues including groundwater quality, surface water quality and methane gas.

Even that methane generates a bit of income. At the Jamacha Landfill in Spring Valley, the gas is used to generate electricity—enough to supply 300 homes.

Recycling staff is paid through grants and tonnage fees (also called “tipping” fees). The fund provides for 13 staff and the affiliated recycling money funds five staff positions.

Wastewater Fund

There’s not a lot of flash and sizzle about sewers, but the flush and gurgle is important to everyone. The Wastewater Fund comes mainly from fees collected by several sanitation districts and taxpayer assessments and provides for 39 staff to operate and maintain the County’s sewage and transportation facilities.

General Fund

The General Fund (GF) is the County’s primary operating fund. GF comes from state aid, federal and other governmental aid, property and other taxes, and several different sources.

GF pays for 24 DPW employees, mainly in the Watershed Protection Program.

Milestones



Stephen Seibert – Construction Technician, CIP Construction Engineering



Steve Ron – DPW Project Manager, Capital Projects
Willie Vasquez – Assistant Airport Manager, Fallbrook Airpark



Jorge Corona – GIS Analyst, Cartography
Mohamad Fakhrriddine – LUEG Program Manager, Capital Projects
Robert Fuller – Administrative Analyst II, Traffic Engineering
William Tipple – Assistant Surveyor, Field Surveys
Laurence Varela – Assistant Surveyor, Field Surveys
Em Wong – Civil Engineer, Wastewater Management



Fred McCamic – GIS Analyst, Cartography

Names of Note

New Hire

Jason Forga – Civil Engineer, Inactive Waste Management

Promotions

Patty Cabello – Administrative Analyst I to Departmental Personnel Officer I

Susan Hoang – Junior Engineer to Assistant Engineer

Logan McKay – GIS Analyst Trainee to GIS Analyst

Desiree Ramos – GIS Analyst Trainee to GIS Analyst

Sue Spotts – Administrative Secretary III to Administrative Analyst I

Teresa Wiatrowski – Departmental Personnel Officer I to II

Alicia Zlotnick – Administrative Analyst I to II

Transfers

Frank Arebalo – Traffic Engineering to Field Engineering

Leticia Arellanes – Director’s Office to Land Development Support Services

Lita Davis – Field Engineering to Traffic Engineering

Dimark Ines – Parks & Recreation to Director’s Office

Lisa Lonsdale – Special Districts to Traffic Engineering

Sue Spotts – Land Development Support Services to Inactive Waste Management

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DPW Update

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